

Navy-wide Personnel Survey (NPS) 2000: Statistical Tables of Survey Results for Officers and Enlisted Sailors

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**Navy-wide Personnel Survey (NPS) 2000:
Statistical Tables of Survey Results for
Officers and Enlisted Sailors**

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Foreword

Administered biennially, the Navy-wide Personnel Survey (NPS), is a major product of the Navy Personnel Survey System (NPSS) at the Navy Personnel Research, Studies, and Technology (NPRST) Department of the Navy Personnel Command. The NPS focuses on such topics as Sailor demographics, gender integration, training/education needs, leadership satisfaction, financial status, detailing, assignment, PERSTEMPO (i.e., work-related time away from home), job characteristics, job satisfaction, career development, availability of resources, and overall satisfaction with Navy life. This information is valuable to senior leadership and program managers in evaluation of Navy quality of service, and in the evaluation of current Navy personnel policy.

The 2000 NPS was conducted under the sponsorship of the Chief of Naval Personnel (N-1) within the Navy Personnel Survey System. Data collection concluded in December 2000, and the results of the survey were briefed to the Chief of Naval Personnel and his staff during April and May 2001.

This report contains statistical tables of survey responses from officers and enlisted Sailors by paygrade, race, and gender. Further documentation of the 2000 NPS can be found in an additional report, which provides a detailed summary of the results of the survey (NPRST-TN-03-11) as well as recommendations on steps the Navy can take to improve Sailor quality of life and work. Any questions regarding this report should be directed to Murrey Olmsted, (901) 874-2130 or DSN 882-2130.

DAVID L. ALDERTON, Ph.D.
Director

Summary

The 2000 Navy-wide Personnel Survey (NPS) was administered to a random sample of 20,000 active duty officers and enlisted Sailors between October and December 2000. Completed questionnaires were accepted through December 31, 2000. The adjusted return rate was 33 percent. The NPS focuses on such topic areas as Sailor demographics, gender integration, training/education needs, leadership satisfaction, financial status, detailing, assignment, PERSTEMPO (i.e., time away from home), job characteristics, job satisfaction, career development, availability of resources, and overall satisfaction with Navy life. Results were statistically weighted to allow for generalization of sample results to the entire Navy population. Responses to the survey for officers and enlisted Sailors are presented in statistical tables, which are reported by paygrade, race, and gender.

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Introduction

When assuming the role of the Chief of Naval Operations (CNO), Admiral Vernon Clark announced that during his tenure, he would seek to address five major priorities: manpower, current readiness, future readiness, quality of service, and alignment. Of these priorities, personnel surveys are probably best suited to address issues of quality of service. The CNO defines quality of service as being made up of quality of work and quality of life. In the current “war for people,” a term often used by senior Navy leadership, the focus is on recruiting, training, and retaining the brightest and best Sailors possible. With this focus in mind, current Navy survey efforts such as the Navy-wide Personnel Survey (NPS) and the Navy Quality of Life Survey (NQOL) focus on assessing issues related to quality of service to provide a systematic means of collecting data on the attitudes and opinions of Sailors throughout the Fleet. This survey data augments other sources of corporate data maintained by the Navy (i.e., the Enlisted and Officer Master files, service records, etc.) enabling Navy leadership to set priorities and target policy initiatives to the needs and concerns of Sailors.

Background

In 1989, Admiral Boorda, then Chief of Naval Personnel, in cooperation with the Navy Personnel Research and Development Center set up the Navy Personnel Survey System (NPSS) as a means of collecting and organizing information on the needs, attitudes, and opinions of Sailors. The NPSS was developed with three primary objectives: 1) to coordinate all surveys administered to a Navy-wide population; 2) to conduct an annual omnibus (i.e., general issues) Navy-wide personnel survey; and 3) to conduct research focused on improving the quality and efficiency of personnel surveys in the Navy.

The Navy-wide Personnel Survey (NPS) began in 1990 as the first survey product of the NPSS and was designed to meet the requirement for a Navy-wide omnibus survey. Its purpose was to measure the attitudes and opinions of Sailors about a variety of issues important to Navy leadership. A number of features were built into the design of the NPS. First, the NPS would be administered on an annual basis to facilitate tracking of trends in Sailors’ attitudes and opinions. Second, it would be a general issue survey addressing topics both immediate and of enduring interest to the Navy. Third, both enlisted personnel and officers would be randomly sampled, in great enough numbers so that their responses would be representative of the entire Navy.

For over 10 years now, the NPS has provided data on the Sailors’ attitudes and opinions regarding the quality of their work lives, career development, career intentions, as well as their satisfaction with Navy life. The results of the survey are used by senior leadership in the evaluation of how effective the Navy is in caring for Sailors’ work-related needs and in the consideration of potential Navy personnel policy change.

Problem

The morale and job performance of Navy personnel take on added importance in today's smaller Navy, where each individual must contribute to increased efficiency required of a reduced force in a still-hostile world. Navy personnel attitudes and opinions represent input vital to the development and continuous improvement of Navy policies, procedures, and programs.

Therefore, such opinions must be measured in a systematic and timely fashion, and furnish an accurate reflection of the views of the Navy's diverse and widespread membership.

Purpose

The Navy-wide Personnel Survey (NPS) is a unique assessment tool administered biennially to a representative cross-section of the Navy. The purpose of the NPS is to create a data-based "portrait" of Sailor work life through the collection and analysis of demographic and survey data. The NPS also provides a vehicle for Navy leadership to assess major policies, programs, and current issues affecting Sailors' satisfaction with the Navy. The 2000 NPS reflects a major redesign and refocus of the survey to core issues affecting the everyday planning and implementation of the Navy's active-duty force. The NPS complements corporate sources of personnel data by providing explanations for why Sailor employment trends are changing. The NPS focuses on such topic areas as Sailor demographics, gender integration, training/education needs, leadership satisfaction, financial status of Sailors, detailing, PERSTEMPO (i.e., time away from home), job characteristics, job satisfaction, career development, availability of resources, and overall satisfaction with Navy life. Information is used by Navy leaders to advocate for changes in policies and programs affecting Sailors' satisfaction with Navy life.

This technical note provides a summary of the 2000 Navy-wide Personnel Survey results for officers and enlisted Sailors. In addition, this report highlights current areas of strength in the Navy as well as issues and concerns raised by Sailors about the quality of their work lives.

Methods

Approach

The 2000 Navy-wide Personnel Survey (NPS) was mailed to a stratified random sample of 20,000 active duty officers and enlisted Sailors in October 2000 (for a copy of the survey and other contact materials see Appendix A). The sample for the survey was drawn during August 2000 from a sampling frame of all Sailors with a projected rotation date of January 2001 or later ($n = 272,386$). Completed questionnaires were accepted through 31 December 2000. The sampling represented approximately 5 percent of the total enlisted population and 11 percent of the total officer population (see Appendix B). Reminder postcards were mailed to the entire sample six weeks after the surveys were sent (see Appendix A). Of the original sample, approximately 1,291 surveys could not be delivered and were returned by the mail service. A total of 6,111 usable surveys were returned, resulting in an adjusted return rate of 33 percent (i.e., returned surveys / (mailed surveys – non-deliverable surveys) = response rate or $6,111 / (20,000 - 1,291) = 33\%$).

The survey responses were weighted by paygrade, minority status (minority vs. non-minority), and gender to allow for generalization of sample results to the entire Navy population. Some categories (or population groups) are over represented in the sample (e.g., senior enlisted females), while others are under represented (enlisted males) to allow for adequate numbers to generalize to the active-duty population. Additional consideration in weighting the responses was given to the differential return rate by paygrades. For more details on how weights were constructed for the survey please consult Appendix B.

How to Read Statistical Tables

The information contained in each statistical table is described here in Figure 1. To ensure that you fully understand what each number represents, use the key provided below:

1. Title of table (survey question by demographic group)
2. Survey question
3. Question options
4. Demographic group by which responses are reported
5. Cell frequency
6. Percentage of column respondents selecting question option
7. Column total
8. Total number of respondents selecting that question option
9. Percentage of total respondents selecting that question option
10. Total number of responses for survey question

1 →

Q21A I HAVE ACCESS TO COLLEGE EDUCATION AT MY COMMAND * PAYGRADE Q31 Crosstabulation

			PAYGRADE Q31			Total
			E-3 AND BELOW	E-4 THRU E-6	E-7 THRU E-9	
2 → Q21A I HAVE ACCESS TO COLLEGE EDUCATION AT MY COMMAND	STRONGLY AGREE	Count	346	1056	255	1657 ← 8
		Column %	27.7%	32.9%	46.3%	33.1% ← 9
	AGREE	Count	530	1433	217	2180
		Column %	42.4%	44.7%	39.4%	43.5%
	NEUTRAL	Count	199	360	41	600
		Column %	15.9%	11.2%	7.4%	12.0%
	DISAGREE	Count	99	253	25	377
		Column %	7.9%	7.9%	4.5%	7.5%
	STRONGLY DISAGREE	Count	76	106	13	195
		Column %	6.1%	3.3%	2.4%	3.9%
Total		Count	1250	3208	551	5009 ← 10
		Column %	100.0%	100.0%	100.0%	

3 →

4 →

5 →

6 →

7 →

Note: The weighting procedure followed, of rounding to whole numbers, may sometimes produce a zero frequency combined with a non-zero percentage for a cell. For all practical purposes, such results may be ignored.

Figure 1. Statistical Table for Question 21A.

Organization of Report

The sequence of statistical tables in this report corresponds to the sequence of questions in the 2000 NPS. Results for officers and enlisted Sailors are presented in the CD that accompanies this report. All questions were broken out by paygrade, race, and gender.

Appendix A contains copies of the 2000 NPS survey cover letter and the survey instrument, as well as the pre-notification and reminder postcards. The sequence of each of these documents is provided above in the section titled “Approach.”

Appendix B contains a description of the sampling and weighting procedures used in the survey. A discussion of the sampling and weighting methods as well as look-up tables are provided for the reader explaining the procedures in more detail.

Appendix C contains a discussion of margin of error and look-up tables to enable the reader to evaluate the impact of margin of error on survey response point estimates. The discussion and associated look-up table provide the reader with information on the margin of error for each point estimate, as well as directions on how this information can be used to test for significant differences between groups.

Appendix D contains instructions on the procedures used to access the report and statistical tables found on the 2000 NPS CD.

Appendix A:
Survey and Notification Materials

PRE-NOTIFICATION POSTCARD

Dear Sailor,

You will be receiving the 2000 Navy-wide Personnel Survey (NPS) very soon. You were randomly selected by computer to participate in this survey.

The 2000 NPS is designed to help Navy leadership assess major policies, programs and current issues effecting your career and satisfaction with the Navy.

The success of this survey depends on you. *Your responses will help us make positive changes today and shape the Navy of the future.* Please complete the survey and return it as soon as possible.

Murrey Olmsted

Principal Investigator

Navy-wide Personnel Survey

REMINDER POSTCARD

Dear Sailor,

Recently you were sent a copy of the 2000 Navy-wide Personnel Survey (NPS) or asked to complete the survey online. You were randomly selected by computer to participate in this survey.

The 2000 NPS is designed to help Navy leadership assess major policies, programs and current issues effecting your career and satisfaction with the Navy. The success of this survey depends on you. *Your responses will help us make positive changes today and shape the Navy of the future.*

Please complete the survey and return it to us as soon as possible. If you have already completed the survey online or have sent it back to us—**THANK YOU FOR YOUR PARTICIPATION.**

Murrey Olmsted

Principal Investigator

Navy-wide Personnel Survey



DEPARTMENT OF THE NAVY
NAVY PERSONNEL COMMAND
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-0000

5300

Dear Shipmate,

Every day we are faced with making decisions that effect the course and quality of Sailor's careers. To make sure that we are able to make the right choices, we must rely on quality sources of information from the Fleet. **One of these trusted sources of information is the Navy-wide Personnel Survey (NPS).** We use the results of the NPS to better understand your needs and opinions and respond by advocating change in Navy policies and programs to improve the quality of your service.

You have been randomly selected by computer to participate in the 2000 NPS. Your participation in this survey is entirely voluntary. Failure to respond to the survey will not result in any penalties except a lack of representation of your views.

If you choose to participate, I want to assure you that your responses will remain anonymous and confidential. Your personal responses will not be singled out individually, and your name (or other identifying information) will not appear in any report or data file available to Navy or any outside research group. In addition, the information you provide on this survey will not become part of your permanent record and will not effect your career in any way.

The success of this survey depends on you. Please complete the survey and return it in the enclosed postage-paid envelope as soon as possible. This survey should take approximately 30 to 45 minutes of your time to complete. Please answer all of the questions honestly and to the best of your ability.

The NPS is being conducted by the Institute for Organizational Assessment (PERS-14), at the Navy Personnel Research, Studies, and Technology Department (NPRST) of the Navy Personnel Command. If you have any questions about this survey, my point of contact is Murrey Olmsted. He can be reached at (901) 874-2130 (Commercial), 882-2130 (DSN), or murrey.olmsted@persnet.navy.mil (E-Mail).

Thank you for taking time to provide **valuable** feedback and improve our Navy.

Sincerely,

J. B. HINKLE
Rear Admiral, U.S. Navy

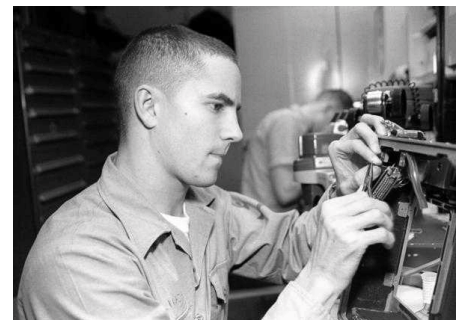
Navy Life . . . Getting Better Every Day!



Chief of Naval Personnel

Washington, DC

Navy-wide Personnel Survey 2000



Dear Survey Participant,

The Navy-wide Personnel Survey (NPS) is designed to help Navy leadership assess major policies, programs and current issues affecting your satisfaction with the Navy. The results will be used by senior leaders to advocate changes in Navy policy, resource allocation and Quality of Life programs.

The success of this survey depends on you. Please complete the survey and return it in the enclosed postage-paid envelope as quickly as possible. This survey should take approximately 30 to 40 minutes of your time to complete. The results of this survey will provide valuable information to Navy policy makers. Please answer all of the questions honestly and to the best of your ability.

We are asking you to include your Social Security Number (SSN). Inclusion of your SSN will allow us to complete the follow-up research on the relationship between the attitudes/opinions expressed on this survey and your resulting decision to stay or leave the Navy in the future. While SSNs will allow us to select study participants for follow-up research, your data will only be presented in the context of all Sailors who responded to the survey. Your personal responses will **NOT** be singled out individually, and your name (or SSN) will **NOT** appear in any report or data file available to the Navy or any outside research group. **The information you provide on this survey will NOT become part of your permanent record and will NOT effect your career in any way.**

The NPS is being conducted by the Institute for Organizational Assessment (PERS-14), at the Navy Personnel Research, Studies, and Technology Department (NPRST) of the Navy Personnel Command. If you have any questions regarding this survey, please contact:

Murrey Olmsted

(901) 874-2130

E-mail: murrey.olmsted@persnet.navy.mil

Navy Personnel Research, Studies, and Technology Department

Institute for Organizational Assessment (PERS-14)

5720 Integrity Drive

Millington, TN 38055-1400

PRIVACY ACT STATEMENT

Public Law 93-579, (called the Privacy Act of 1974) requires that you be informed of the purposes of this survey and of the uses to be made of the information collected. The Navy Personnel Research, Studies, and Technology Department may collect information requested in this survey under the authority of Title 5, U.S. Code 301, and Title 10, U.S. Code 3051 and 3052, and Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1000-29, which expires on 30 June 2001.

PURPOSE: The purpose of this survey is to collect data to evaluate the impact of existing and proposed Navy personnel policies, procedures, and programs on Sailors.

ROUTINE USES: The information provided in this survey will be analyzed by the Institute for Organizational Assessment at the Navy Personnel Research, Studies, and Technology Department (NPRST) of the Navy Personnel Command. The data will be analyzed and maintained by NPRST, where they will be used to determine changing trends in the Navy.

CONFIDENTIALITY: All responses will be held in confidence by Navy Personnel Research, Studies, and Technology Department. Information you provide will be considered only when statistically combined with the responses of others, and will **NOT** be identified with any single individual. The information provided will **NOT** become part of the military record of any service member and will **NOT** effect your career in any way.

PARTICIPATION: Completion of this questionnaire is entirely voluntary. Failure to respond to any of the questions will **NOT** result in any penalties except for lack of representation of your views in the final results.

IMPORTANT MARKING INSTRUCTIONS

- Use a No. 2 pencil only.
- Do not use ink, ballpoint, or felt tip pens.
- Make solid marks that fill the response completely.
- Erase cleanly any marks you wish to change.
- Make no stray marks on this form.



CORRECT: ●

INCORRECT: ☒ ☒ ☒ ☒

PERSONAL

What is your Social Security Number? It will help us with follow-on research. Your confidentiality will be maintained.

Social Security Number									
0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9

1. What is your gender?

- ☐ Male
☐ Female

The answers for Questions 2 and 3 are based on the standard DoD race and ethnicity categories. If you are of mixed heritage, please select the response with which you MOST closely identify.

2. What is your racial background?

- ☐ White
☐ Black or African-American
☐ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, etc.)
☐ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian, Chamorro, etc.)
☐ American Indian or Alaska Native
☐ Other

3. Are you Spanish/Hispanic/Latino?

- ☐ No
☐ Yes, Mexican, Mexican-American, Chicano
☐ Yes, Puerto Rican
☐ Yes, Cuban
☐ Yes, other Spanish, Hispanic, or Latino

4. What is your religious preference?

- ☐ No religious preference
☐ Catholic
☐ Orthodox Christian (Greek, Russian, etc.)
☐ Protestant Christian (Baptist, Presbyterian, Lutheran, non-denominational, etc.)
☐ Mormon (Latter-day Saints)
☐ Jewish
☐ Muslim
☐ Hindu
☐ Buddhist
☐ Other religion not listed

5. Where do you live at your permanent duty station?

- ☐ Aboard ship
☐ Barracks/dorm (including BEQ or BOQ)
☐ Geographic bachelor's barracks
☐ Military family housing (on base)
☐ Military family housing (off base)
☐ Own my home (or pay mortgage), off base
☐ Rent housing, off base
☐ Other

6. What is your current marital status?

- ☐ Single, never married
☐ Married for the first time
☐ Remarried (was divorced or widowed)
☐ Legally separated (or filing for divorce)
☐ Divorced
☐ Widowed

If you are **SINGLE, NEVER MARRIED, AND HAVE NO CHILDREN**, fill in this circle ☐ and skip to Question 17. Otherwise, continue to Question 7.

7. What was your marital status when you entered the Navy?

- ☐ Single, never married
☐ Married for the first time
☐ Remarried (was divorced or widowed)
☐ Legally separated (or filing for divorce)
☐ Divorced
☐ Widowed

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8. What is your spouse's employment situation?
(Mark ALL that apply.)

- ☐ Does not apply, I am not currently married
- ☐ Active-duty, Navy
- ☐ Active-duty, other service
- ☐ Reserve, Navy
- ☐ Reserve, other service
- ☐ Civil Service (local, state or federal)
- ☐ Civilian job (private sector)
- ☐ Self-employed
- ☐ Retired
- ☐ Not employed, by choice (e.g., student, Homemaker, retired, etc.)
- ☐ Not employed, but actively job hunting
- ☐ Not employed for other reasons

9. Is your spouse employed full-time or part-time?

- ☐ Does not apply, I am not currently married
- ☐ Spouse not employed
- ☐ Full-time
- ☐ Part-time

10. Did you get married during the past 12 months?

- ☐ Yes
- ☐ No

11. Did you get divorced during the past 12 months?

- ☐ Yes
- ☐ No

12. Do you have any dependents living with you now? (Mark ALL that apply.)

- ☐ No, I do not have any dependents
- ☐ Spouse (non-military)
- ☐ Child(ren) living with me
- ☐ Child(ren) living part-time with me (i.e., joint custody with ex-spouse)
- ☐ Legal ward(s) living with me
- ☐ Parent(s) or other relative(s)

If you have NO children, or NO children under 21 years of age living in your household, fill in this circle ☐ and skip to Question 17.

13. How many of your children under the age of 21 currently live in your household? (Include children for whom you have joint custody.)

NUMBER OF CHILDREN IN AGE GROUP

Under 1 year	0	1	2	3	4	5
1 to 4 years 11 months	0	1	2	3	4	5
5 to 11 years 11 months	0	1	2	3	4	5
12 to 14 years 11 months	0	1	2	3	4	5
15 to 18 years 11 months	0	1	2	3	4	5
19 to 20 years 11 months	0	1	2	3	4	5

14. How many children do you have in childcare at the present time?

- ☐ Does not apply, no children in childcare
(Skip to Question 17)
- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four
- ☐ Five or more

15. What types of childcare providers do you regularly use?
(Mark ALL that apply.)

- ☐ Private licensed facility
- ☐ Civilian operated family home care
- ☐ At-home employee (nanny, au pair, babysitter, etc.)
- ☐ Relative or older sibling
- ☐ Friend
- ☐ Your spouse
- ☐ Military child development center
- ☐ Base-operated family home care program
- ☐ Other

16. What is the total amount you spend each month on childcare?

- ☐ Less than \$200
- ☐ \$200-\$399
- ☐ \$400-\$599
- ☐ \$600-\$799
- ☐ \$800-\$999
- ☐ \$1000 or more

EDUCATION and TRAINING

17. What is the highest level of education you have completed?

- ☐ Less than high school completion/no diploma
- ☐ Alternate degree/GED/homestudy/adult-school certification
- ☐ High School diploma/graduate
- ☐ Some college, no degree
- ☐ Associate's degree or other 2 year degree
- ☐ Bachelor's degree (B.A. or B.S.)
- ☐ Master's degree (M.A., M.S., M.B.A., etc.)
- ☐ Doctoral or professional degree (J.D., Ph.D., D.Ph., M.D., etc.)

18. What type of training/education are your currently interested in pursuing? (Mark **ALL** that apply)

- ☐ Not interested in pursuing any training/education
- ☐ Basic skills (reading, writing, math, etc.)
- ☐ Military training
- ☐ Computer/technology training
- ☐ College classes (general)
- ☐ College (leading to a degree)
- ☐ Graduate/professional education

19. What is the highest level of education you would realistically like to achieve before you leave the Navy?

- ☐ Not interested in pursuing additional formal education
- ☐ Technical certificate
- ☐ Associate's degree
- ☐ Bachelor's degree (B.A. or B.S.)
- ☐ Master's degree (M.A., M.S., M.B.A., etc.)
- ☐ Doctoral or professional degree (J.D., Ph.D., D.Ph., M.D., etc.)

20. Are you currently working on a college or graduate degree?

- ☐ Yes
- ☐ No

21. How much do you **AGREE** or **DISAGREE** with the following statements regarding college/graduate education?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. I have access to college education at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have access to graduate education at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I have time in my current assignment to work towards a college degree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My supervisor supports my efforts to work towards a college degree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My command supports my efforts to work towards a college degree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My access to college/graduate education in the Navy has increased my commitment to make the Navy a career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. How much do you **AGREE** or **DISAGREE** with the following statements regarding Navy training/education?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. I have access to adequate military technical training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have access to adequate general military training/education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I have access to training opportunities to upgrade my military skills and qualifications	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I am satisfied with the level of operational training I have received at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I am satisfied with the amount of time I am given to upgrade my skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Navy training/education has prepared me well for my current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Navy training/education has well prepared the members of my workgroup/squadron to do their current jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CURRENT ASSIGNMENT

23. What is your current billet?

- ☐ Sea duty
- ☐ Shore duty
- ☐ Other duty (neutral duty, Duty Under Instruction, etc)

24. How long have you been at your present duty station?

- ☐ Less than 6 months
- ☐ 6 months to less than 12 months
- ☐ 12 months to less than 18 months
- ☐ 18 months to less than 24 months
- ☐ 24 months or more

25. To what type of ship/activity are you currently assigned? (Mark ALL that apply.)

- ☐ Shore or Staff Command
- ☐ Afloat staff
- ☐ Training Command
- ☐ Aviation Squadron/Detachment (sea deployed)
- ☐ Aviation Squadron/Detachment (shore deployed)
- ☐ Aircraft Carrier
- ☐ Cruiser
- ☐ Destroyer types (includes frigates)
- ☐ Minecraft
- ☐ Submarine
- ☐ Tender/Repair ship
- ☐ Reserve Unit
- ☐ Service Force ship (USNS, auxiliaries)
- ☐ Amphibious ship (LSD, LST, LHD, LHA, etc.)
- ☐ Amphibious craft (LCAC, etc.)
- ☐ Special Warfare Unit
- ☐ Shore based deployable unit (Seabees, EOD, etc.)
- ☐ Other

26. In which FLEET are you now homeported?

- ☐ Does not apply
- ☐ 2nd Fleet, Atlantic
- ☐ 3rd Fleet, Eastern Pacific
- ☐ 5th Fleet, Persian Gulf
- ☐ 6th Fleet, Mediterranean
- ☐ 7th Fleet, Far East and Western Pacific
- ☐ I don't know

27. Are you presently on deployment (i.e., scheduled time away from homeport for 30 days or more)?

- ☐ Yes
- ☐ No

28. What is the geographical location of your current assignment? (If deployed, where is your command homeported?)

- ☐ Alaska or Hawaii
- ☐ CONUS (East Coast)
- ☐ CONUS (West Coast)
- ☐ Europe (including Mediterranean)
- ☐ Far East
- ☐ Caribbean
- ☐ Middle East (including the African continent)
- ☐ South or Central America
- ☐ Other

29. Are you accompanied by any members of your household at your present assignment?

- ☐ Does not apply/no family members
- ☐ Accompanied by all dependents
- ☐ Accompanied by some dependents
- ☐ Temporarily unaccompanied
- ☐ Permanently unaccompanied

Answer Question 30 only if you indicated that you were permanently unaccompanied (on question 29); otherwise, skip to Question 31.

30. Select the top five (5) reasons which BEST describe why you are unaccompanied by family members in your household. (Select only FIVE responses.)

- ☐ Required by billet
- ☐ By choice (self or spouse)
- ☐ Spouse employment
- ☐ Spouse education
- ☐ Availability of military family housing
- ☐ Availability of civilian housing
- ☐ Cost of civilian housing
- ☐ Own a home at old location
- ☐ Children's schools
- ☐ Ties to the community
- ☐ Family members prefer to remain in other location
- ☐ Availability of healthcare or educational services for special needs
- ☐ Availability of activities/facilities for family members (i.e., child care)
- ☐ Costs associated with moving
- ☐ Your work schedule
- ☐ Inadequate time to make moving arrangements
- ☐ Length of new duty assignment
- ☐ Spouse collocation was not available
- ☐ Personal reasons
- ☐ Other

CAREER

31. What is your paygrade?

- | | | |
|---------------------------|----------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> W-2 | <input type="radio"/> O-1 |
| <input type="radio"/> E-2 | <input type="radio"/> W-3 | <input type="radio"/> O-2 |
| <input type="radio"/> E-3 | <input type="radio"/> W-4 | <input type="radio"/> O-3 |
| <input type="radio"/> E-4 | | <input type="radio"/> O-4 |
| <input type="radio"/> E-5 | <input type="radio"/> O-1E | <input type="radio"/> O-5 |
| <input type="radio"/> E-6 | <input type="radio"/> O-2E | <input type="radio"/> O-6 |
| <input type="radio"/> E-7 | <input type="radio"/> O-3E | <input type="radio"/> O-7 or above |
| <input type="radio"/> E-8 | | |
| <input type="radio"/> E-9 | | |

32. How long have you been in your current paygrade?

Years	Months
0 0	0 0
1 1	1 1
2 2	2
3 3	3
4	4
5	5
6	6
7	7
8	8
9	9

33. What is your commissioned designator? (Begin numbering in the left column.)

- ☐ Does not apply/I am enlisted

Designator
0 0 0 0
1 1 1 1
2 2 2 2
3 3 3 3
4 4 4 4
5 5 5 5
6 6 6 6
7 7 7 7
8 8 8 8
9 9 9 9

34. If you are a Chief Petty Officer, Petty Officer, or an officially **DESIGNATED STRIKER** (qualified to wear the striker rating badge), what is your general rating (i.e., AW, ET, CTI, etc.)? (Only use your rate not paygrade, such as AW not AWC. Begin lettering in the left column.)

- ☐ Does not apply/I am an Officer
- ☐ Not rated/ I am an AN/SN/FN (not a Designated Striker)

Rating
A A A
B B B
C C C
D D D
E E E
F F F
G G G
H H H
I I I
J J J
K K K
L L L
M M M
N N N
O O O
P P P
Q Q Q
R R R
S S S
T T T
U U U
V V V
W W W
X X X
Y Y Y
Z Z Z

35. How long have you been on active duty in the Navy? (Count the total amount of time you have been on active duty; Fill in all columns; i.e., 1 year = 01 and 9 months = 09.)

Years	Months
0 0	0 0
1 1	1 1
2 2	2
3 3	3
4	4
5	5
6	6
7	7
8	8
9	9

36. What were the **FIVE (5)** most important reasons why you joined the Navy? (Mark only **FIVE** responses.)

- ☐ Get away from family or personal situation
- ☐ Get away from hometown
- ☐ Time to figure out what I wanted to do
- ☐ Wanted a break from school
- ☐ Wanted to test myself in a demanding situation
- ☐ Challenging or interesting work
- ☐ Travel and new experiences
- ☐ Always wanted to be in the Navy
- ☐ Navy tradition in my family
- ☐ Parents' encouragement
- ☐ My friend(s) joined the Navy
- ☐ Desire to serve my country
- ☐ Positive image portrayed by military personnel
- ☐ Few or no civilian jobs available
- ☐ Pay and benefits
- ☐ Dependent (family) benefits
- ☐ Retirement pay and benefits
- ☐ Security and stability of a Navy job
- ☐ Opportunity to work in a specific occupation of interest
- ☐ Training in skills useful for civilian employment
- ☐ Education benefits (support for college/graduate education)
- ☐ Personal growth
- ☐ Other

37. Are you in your first enlistment or initial obligation?

- ☐ Yes
- ☐ No

38. What were your career plans when you joined the Navy?

- ☐ To complete training in a trade or skill, then leave the Navy
- ☐ To complete my initial obligation, then leave the Navy
- ☐ To make the Navy a career (20 or more years)
- ☐ I was not sure of my plans when I joined

39. What are your short-term career plans regarding the Navy?

- ☐ Separate or retire within the next 12 months
- ☐ 1 more year of service
- ☐ 2 more years of service
- ☐ 3 more years of service
- ☐ 4 more years of service
- ☐ 5 more years of service
- ☐ More than 5 years of service
- ☐ Undecided

40. Will you be making a formal decision about continuing your Navy career within the next 12 months?

- ☐ Yes
- ☐ No

41. What are the top **FIVE (5)** factors that will have an influence on your decision to continue with the Navy? (Mark only **FIVE** responses.)

- ☐ Enjoyment of my Navy job
- ☐ Spouse or significant other's opinions
- ☐ My family's opinions
- ☐ Special family needs
- ☐ General public attitudes toward military service
- ☐ Civilian job opportunities
- ☐ Want to pursue college or graduate education
- ☐ Selective Reenlistment Bonus
- ☐ Continuation Bonus
- ☐ Military pay (basic pay, allowances, etc.)
- ☐ Special pays (flight, submarine, medical, sea, etc.)
- ☐ Qualify for a Navy training school
- ☐ To accept a promotion in rank
- ☐ Location of next duty station
- ☐ Type of next duty assignment
- ☐ Military healthcare (personal)
- ☐ Military healthcare (family)
- ☐ Military recreation and activity facilities (MWR)
- ☐ Military family support service (Family Service Center, child care, etc.)
- ☐ Retirement benefits
- ☐ Co-workers/shipmates
- ☐ Manpower needs of the Navy (the Navy needs my skills/abilities)
- ☐ Other

42. How **SIGNIFICANT** or **INSIGNIFICANT** is the influence of the following people on your decision to continue your career with the Navy?

	VERY SIGNIFICANT	SIGNIFICANT	NEUTRAL	INSIGNIFICANT	VERY INSIGNIFICANT
a. Your spouse (or significant other)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your parents or other relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your civilian friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your military peers (i.e., friends, co-workers, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your command leadership (CO, XO, OIC, CMC/COB)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

43. At the present time sea pay is set to a maximum of \$500 per month. Would you be willing to continue or extend your Navy career if sea pay were raised to a maximum of \$750 per month?

- ☐ Yes
☐ No
☐ Undecided at this time

44. Would you be willing to continue or extend your Navy career if you did not have to pay taxes on your Selection Reenlistment Bonuses (SRBs)?

- ☐ Does not apply, I do not qualify for SRBs
☐ Yes
☐ No
☐ Undecided at this time

Only answer Question 45 if you are an Enlisted Sailor (E-1 to E-4); otherwise, skip to Question 46.

45. Currently, the Basic Allowance for Housing (BAH) only covers officers and enlisted Sailors E-5 and above. Would you be willing to continue or extend your Navy career if the BAH was also provided for E-4 Sailors?

- ☐ Does not apply, I do not qualify for BAH
☐ Yes
☐ No
☐ Undecided at this time

Only answer Question 46 if you are an Officer (O-1 to O-4); otherwise, skip to Question 47.

46. Would you be willing to continue or extend your Navy career if you could be frocked (given the rights and privileges of your selected rank) immediately upon selection?

- ☐ Does not apply
☐ Yes
☐ No
☐ Undecided at this time

47. Answer the following questions about your current career plans.

	YES	NO	NOT SURE
a. I plan to serve out my current term of service or obligation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I plan to reenlist (Enlisted) or continue (Officer) my career with the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I plan to stay in the Navy for a full career (20 or more years) if possible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

48. The FY 2000 National Defense Authorization Act made a number of changes to the pay, benefits, and retirement systems available to Sailors. How much do you **AGREE** or **DISAGREE** that changes in the following areas have increased your likelihood to remain on active-duty in the Navy?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. Repeal of the REDUX (40%) retirement system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Increased basic pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Basic pay table reform (e.g., July 1, 2000 raise in pay)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Increased bonuses (SRB, Sea/flight pay, continuation bonuses, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Accelerated increase of Basic Allowance for Housing (BAH)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. When you think about your retirement, what is your main concern about the Navy retirement benefits?

- ☐ Does not apply, I have no concerns about my retirement benefits
☐ Access to adequate medical and dental care
☐ No retirement pension earned unless I serve at least 20 years
☐ No ability to save toward retirement with a 401K, Thrift Savings Plan (TSP) or other retirement savings plan
☐ The government does not match any money I have saved for retirement
☐ I cannot transfer my retirement benefits to another employer

50. How much do you **AGREE** or **DISAGREE** with the following statements about your feelings toward the Navy?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. I would be very happy to spend the rest of my career in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I enjoy discussing the Navy with people in the civilian world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I really feel as if the Navy's problems are my own	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I do not think that I could easily become as attached to another organization as I am to the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I feel like "part of the family" in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I feel "emotionally attached" to the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The Navy has a great deal of personal meaning for me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I feel a strong sense of belonging to the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. When you do leave active-duty (voluntary or involuntary separation, retirement, etc.), what will be your primary activity? (*Choose only ONE option.*)

- ☐ Attend college or university
- ☐ Work for civilian company or organization
- ☐ Work for civilian government (local, state or federal)
- ☐ Manage or work in a family business
- ☐ Self-employed in my own business or profession
- ☐ Work as a homemaker/housewife/househusband
- ☐ Go into full-time retirement
- ☐ Undecided
- ☐ Other

52. How **SATISFIED** or **DISSATISFIED** are you currently with the following aspects of the Navy?

	VERY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	VERY DISSATISFIED
a. Pay and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family separation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. PERSTEMPO (non-deployment time away from home)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. OPTEMPO (official deployment operations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Quality of deployments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Detailing process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Type of assignments received	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Overall enjoyment of your Navy job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Promotion or advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Quality of leadership (immediate supervisor)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Quality of leadership (command)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Equal opportunity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Enlisted high-year tenure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Manning (staffing) of billets at your command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Retention of quality Sailors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Effective communication throughout the chain of command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Responsiveness of the chain of command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Military education/training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. College/graduate educational opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. Fraternization policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v. Sexual harassment policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
w. Overseas liberty policies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CAREER DEVELOPMENT

53. How much do you **AGREE** or **DISAGREE** with the following statements regarding advancement?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. I have a clear understanding of the present Navy advancement system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am satisfied with the present Navy advancement system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I expect to be advanced within my current term of service, commitment, or obligated service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The most qualified and deserving Sailors rank high on their EVALs/FITREPs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The most qualified and deserving Sailors get promoted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My last EVAL/FITREP was fair and accurate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My last EVAL/FITREP was conducted in a timely manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I was able to submit my own input at my last EVAL/FITREP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. My last promotion recommendation was fair and accurate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I feel that I have been adequately recognized for my accomplishments on my EVALs/FITREPs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. I feel that I have been adequately recognized for my accomplishments with appropriate awards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. The newly revised PRT standards are likely to hurt my chances for advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. The newly revised PRT standards are fair to Sailors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

54. How much do you **AGREE** or **DISAGREE** with the following statements regarding career development?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. I have a clearly defined career path for my designator, rating, or community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have received adequate career counseling from my immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I have been given proper guidance for my career development in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I have made sufficient progress in my advancement for my designator, rating, or community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. If I stay in the Navy over the next year, my immediate career or professional needs are likely to be met	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My command leadership plays an active role in the professional development of junior enlisted Sailors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My command leadership plays an active role in the professional development of junior officers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

55. During the past 6 months, have you done any of the following to explore the possibility of leaving the Navy? (**Mark ALL that apply.**)

- ☐ Wondered what life would be like as a civilian
- ☐ Thought seriously about leaving the Navy
- ☐ Discussed leaving and/or civilian job opportunities with family members or friend(s)
- ☐ Talked about leaving the Navy with your immediate supervisor
- ☐ Gathered information on education programs or colleges
- ☐ Gathered information about civilian job options (e.g., read newspaper/Internet listings, attended a job fair, etc.)
- ☐ Attended a training program or seminar to help prepare you for civilian employment
- ☐ Prepared a resume
- ☐ Attended a Navy Transition Assistance Program (TAP) class
- ☐ Applied for a civilian job
- ☐ Interviewed for a civilian job
- ☐ Other
- ☐ None of the above

YOUR NAVY JOB

56. In the past 12 months, how many hours did you work in a typical week at your Navy job?

- ☐ 40 hours or less
☐ 41-50 hours
☐ 51-60 hours
☐ 61-70 hours
☐ 71-80 hours
☐ 81 or more hours

57. When you have had to work more hours than usual during the past 12 months, what were the primary reason(s)? (Mark **ALL** that apply.)

- ☐ Not applicable, have not worked more than usual
- ☐ Mission critical requirements
☐ Mission preparation/training/maintenance
☐ Tasked with additional duties (e.g., special projects)
☐ Unit was getting ready for deployment
☐ Manning not sufficient for workload (i.e., not enough authorizations or billets)
☐ Unit was under-manned (i.e., authorizations or billets not filled)
☐ Part of unit was deployed
☐ Demanding supervisor
☐ Problems involving subordinates
☐ High workload
☐ Poor planning or lack of planning
☐ Others were not carrying their workload
☐ Inspections and inspection preparation
☐ Equipment failure and/or repairs
☐ Other
☐ None of the above

58. How would you rate the overall morale of your present (or most recent) command?

- ☐ High
☐ Medium
☐ Low

59. Are you currently working within your rating or designator?

- ☐ Does not apply
☐ Yes
☐ No

60. How much do you **AGREE** or **DISAGREE** with the following statements about your Navy job?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. I was able to get the designator, rating, or community of my choice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am satisfied with my Navy designator, rating or community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I was able to get the Navy job of my choice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My Navy work experience(s) have met my expectations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The most important things that happen to me involve my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The major source of satisfaction in my life is my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I am very personally involved in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Ordinarily, I enjoy my job and look forward to coming to work each day	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Considering everything, I am satisfied with my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

61. How has each of the following aspects of Navy life affected moral at your command. (If you have no personal experience with any of the following aspects, please select **Does Not Apply**.)

	STRONGLY POSITIVE	POSITIVE	NO EFFECT	NEGATIVE	STRONGLY NEGATIVE	DOES NOT APPLY
a. Advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Attitude of co-workers/shipmates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Availability of training/education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Availability of spare parts/tools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Leadership (immediate supervisor)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Leadership (command)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Navy support services (MWR, Housing, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. OPTEMPO (official deployment operations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Pay/compensation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Performance of the crew, platoon, squad, or ship on exercises	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. PERSTEMPO (non-deployment time away from home)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Unit/workgroup manning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

62. Please rate how **SATISFIED** or **DISSATISFIED** you are with the following aspects of your job:

	VERY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	VERY DISSATISFIED
a. Ability of my peers and co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Support and guidance I receive from my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Opportunity for personal growth and development on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Educational support available to me (i.e., Montgomery G.I. Bill, PACE, Tuition assistance, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Respect and fair treatment from my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Respect and fair treatment from my peers and co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Amount of challenge in my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Feeling of accomplishment I get from doing my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Leadership provided by my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Leadership provided by my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Amount of responsibility I have at my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Amount of freedom I am given to do my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Physical working conditions of my work-site	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Supply of parts and equipment to get the job done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Flexibility of my command in dealing with family/personal issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Commitment to quality demonstrated by peers and co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Honest and ethical manner in which my peers and co-workers conduct themselves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Honest and ethical manner in which my supervisor treats others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Advancement/promotion opportunities available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. Quality of communication between peers and co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
v. Quality of communication up and down the chain of command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

LEADERSHIP

63. How much do you **AGREE** or **DISAGREE** with the following statements about your **IMMEDIATE WORK SUPERVISOR**?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. Makes others feel valued, respected and worthwhile	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Encourages a climate in which others feel free to share thoughts and feelings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Listens to and understands the point of view of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Shows interest in and is considerate of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Utilizes good follow-up strategies to ensure that problems are corrected	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Pays attention to detail to ensure the quality of the outcome	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Works issues systematically with others in order to accomplish the goal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Makes best use of resources	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Puts order and structure into every situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Is willing to stand by his/her opinions despite opposition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Is willing to try unconventional practices to get the job done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Is willing to take action even with limited information	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Is open to trying new approaches to solving problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Is able to think of and act on novel or new solutions to problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Able to refocus when interrupted or distracted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Uses patience when required to achieve results	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Does not get discouraged by adversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Has a clear vision of the long-term goals of the workgroup or squadron	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Integrates the different aspects of the workgroup or squadron into a compelling vision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Is able to communicate a clear vision for the workgroup or squadron to all Sailors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PERSTEMPO

64. How much do you **AGREE** or **DISAGREE** with the following statements about your **IMMEDIATE WORK SUPERVISOR**?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. My immediate supervisor has adequate training and expertise to do his/her job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My immediate supervisor makes good decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My immediate supervisor deals well with subordinates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My immediate supervisor is fair and ethical in dealing with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Overall, I am satisfied with the quality of my immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

65. How much do you **AGREE** or **DISAGREE** with the following statements about your **COMMAND LEADERSHIP (CO, XO, OIC, CMC/COB)**?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. My command leadership has adequate training/expertise to do their job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My command leadership makes good decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My command leadership deals well with subordinates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My command leadership is fair and ethical in dealing with others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Overall, I am satisfied with the quality of my command leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

66. How many days in the past 12 months have you been berthed out of the area (not at home) of your permanent duty station? (For activities such as deployment, work-ups, training, TAD, etc.)

- ☐ None
☐ 1-49 days
☐ 50-99 days
☐ 100-149 days
☐ 150-199 days
☐ 200-249 days
☐ 250-299 days
☐ 300 or more days

67. How much time have you spent on **SEA DUTY** during your Navy career?

Years	Months
<input type="text" value="0"/> <input type="text" value="0"/>	<input type="text" value="0"/> <input type="text" value="0"/>
<input type="text" value="1"/> <input type="text" value="1"/>	<input type="text" value="1"/> <input type="text" value="1"/>
<input type="text" value="2"/> <input type="text" value="2"/>	<input type="text" value="2"/>
<input type="text" value="3"/> <input type="text" value="3"/>	<input type="text" value="3"/>
<input type="text" value="4"/>	<input type="text" value="4"/>
<input type="text" value="5"/>	<input type="text" value="5"/>
<input type="text" value="6"/>	<input type="text" value="6"/>
<input type="text" value="7"/>	<input type="text" value="7"/>
<input type="text" value="8"/>	<input type="text" value="8"/>
<input type="text" value="9"/>	<input type="text" value="9"/>

68. How much time have you spent on **SHORE DUTY** during your Navy career?

Years	Months
<input type="text" value="0"/> <input type="text" value="0"/>	<input type="text" value="0"/> <input type="text" value="0"/>
<input type="text" value="1"/> <input type="text" value="1"/>	<input type="text" value="1"/> <input type="text" value="1"/>
<input type="text" value="2"/> <input type="text" value="2"/>	<input type="text" value="2"/>
<input type="text" value="3"/> <input type="text" value="3"/>	<input type="text" value="3"/>
<input type="text" value="4"/>	<input type="text" value="4"/>
<input type="text" value="5"/>	<input type="text" value="5"/>
<input type="text" value="6"/>	<input type="text" value="6"/>
<input type="text" value="7"/>	<input type="text" value="7"/>
<input type="text" value="8"/>	<input type="text" value="8"/>
<input type="text" value="9"/>	<input type="text" value="9"/>

69. How much do you **AGREE** or **DISAGREE** with the following statements regarding **PERSTEMPO** (non-deployment time away from home)?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. I am satisfied with the amount of time I have at my permanent duty station (homeport)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am satisfied with the amount of time I spend on shore duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I am satisfied with the amount of time I spend on sea duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The amount of shore duty I have served is fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The amount of sea duty I have served is fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I have served more time on sea duty in the past few years due to manning shortages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

70. Recently the Navy has made several efforts to reduce the Inter-Deployment Training Cycle (IDTC) workload by cutting back on the number of inspections, assists, etc. required of ships and deployable squadrons. These efforts are often referred to as the IDTC Workload Reduction. How much do you **AGREE** or **DISAGREE** with the following statements about the IDTC WORKLOAD REDUCTION?

☐ I have no experience with the IDTC WORKLOAD REDUCTION (Skip to Question 71)

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. IDTC Workload Reduction has decreased the number of hours preparing for inspections at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. IDTC Workload Reduction has decreased the amount of time I have to spend away from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. IDTC Workload Reduction has improved my command's cohesiveness (ability to work together as a group)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. IDTC Workload Reduction has improved morale at my command	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

71. How much do you **AGREE** or **DISAGREE** with the following statements about the impact of Naval service on your personal life?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. My Navy career gets in the way of my ability to have a personal life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My Navy career causes a significant amount of separation from my family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I have difficulty juggling the demands of my family and my Navy career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

HOMEBASING

72. Homebasing is defined as a "good faith attempt to assign career enlisted Sailors (E-4 to E-9) to the same geographic location for most of their tours." How much do you **AGREE** or **DISAGREE** with the following statements about the Homebasing?

☐ Does not apply, I am an officer (Skip to Question 73)

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. Homebasing is important to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Homebasing is workable in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The Navy supports Homebasing for career enlisted Sailors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Homebasing is possible to maintain in the Navy even with the present manning shortages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. There is a conflict between Homebasing and maintaining a promotable career path	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I would be willing to serve longer sea duty tours if allowed to Homebase for the majority of my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

DETAILING

73. How much do you **AGREE** or **DISAGREE** with the following statements regarding detailing and PCS moves?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. I was able to contact my detailer well in advance of my last PRD	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I was given several choices when I contacted my detailer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My detailer was receptive to resolving conflicts between my desires and the needs of the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My last orders were issued early enough to allow me to easily prepare for the PCS move	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I have a clear understanding of the detailing process (i.e., the way in which detailers fill requirements)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I am satisfied with the detailing process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

74. When making your last PCS move did you experience any of the following financial losses? (Mark **ALL** that apply.)

- ☐ Loss in value of a home or property that you own
- ☐ Loss in spouse income
- ☐ Loss in spouse retirement benefits
- ☐ Loss due to additional cost of moving vehicles (car, boat, R.V., etc.) not covered by PCS transition agreement
- ☐ Loss due to additional cost for full commercial insurance coverage of household goods

75. When choosing your present assignment, what was your primary concern? (Mark **only ONE** response.)

- ☐ Promotion potential
- ☐ Type of duty
- ☐ Geographic location
- ☐ Geographic stability (stay in the same area)
- ☐ Spouse/family collocation
- ☐ Impact of a move on my family
- ☐ Required for platform/billet
- ☐ Other

76. Assuming you could be stationed at any of the following geographic concentration areas, which **ONE (1)** would be your **FIRST CHOICE**? Which **ONE (1)** would be your **LAST CHOICE** (or least favorite)?

	FIRST CHOICE	LAST CHOICE
Annapolis, MD	<input type="radio"/>	<input type="radio"/>
ASU Bahrain	<input type="radio"/>	<input type="radio"/>
Athens, GA	<input type="radio"/>	<input type="radio"/>
Bangor/Bremerton/Everett/Whidbey Island/Seattle, WA	<input type="radio"/>	<input type="radio"/>
Brunswick/Bath, ME	<input type="radio"/>	<input type="radio"/>
Charleston, SC	<input type="radio"/>	<input type="radio"/>
China Lake, CA	<input type="radio"/>	<input type="radio"/>
Corpus Cristi/Ingleside/Kingsville, TX	<input type="radio"/>	<input type="radio"/>
Diego Garcia	<input type="radio"/>	<input type="radio"/>
Earle, NJ	<input type="radio"/>	<input type="radio"/>
Fallon, NV	<input type="radio"/>	<input type="radio"/>
Gaeta/La Maddalena/Naples, Italy	<input type="radio"/>	<input type="radio"/>
Germany	<input type="radio"/>	<input type="radio"/>
Great Lakes/Glenview, IL	<input type="radio"/>	<input type="radio"/>
Guam	<input type="radio"/>	<input type="radio"/>
Guantanamo Bay, Cuba	<input type="radio"/>	<input type="radio"/>
Havelock/Cherry Point/Camp Lejeune, NC	<input type="radio"/>	<input type="radio"/>
Jacksonville/Mayport, FL/Kings Bay, GA	<input type="radio"/>	<input type="radio"/>
Keflavik, Iceland	<input type="radio"/>	<input type="radio"/>
Key West, FL	<input type="radio"/>	<input type="radio"/>
Lakehurst, NJ	<input type="radio"/>	<input type="radio"/>
Lemoore, CA	<input type="radio"/>	<input type="radio"/>
Millington, TN	<input type="radio"/>	<input type="radio"/>
Monterey, CA	<input type="radio"/>	<input type="radio"/>
New London/Groton, CT	<input type="radio"/>	<input type="radio"/>
New Orleans, LA	<input type="radio"/>	<input type="radio"/>
Newport, RI	<input type="radio"/>	<input type="radio"/>
Norfolk/Little Creek/Dam Neck/Portsmouth/Yorktown/Tidewater Area, VA	<input type="radio"/>	<input type="radio"/>
Pascagoula/Gulfport/Biloxi/Meridian, MS	<input type="radio"/>	<input type="radio"/>
Patuxent River, MD	<input type="radio"/>	<input type="radio"/>
Pearl Harbor, HI	<input type="radio"/>	<input type="radio"/>
Pensacola/Panama City, FL	<input type="radio"/>	<input type="radio"/>
Port Hueneme/Point Mugu, CA	<input type="radio"/>	<input type="radio"/>
Roosevelt Roads, Puerto Rico	<input type="radio"/>	<input type="radio"/>
Rota, Spain	<input type="radio"/>	<input type="radio"/>
San Diego/Camp Pendleton, CA	<input type="radio"/>	<input type="radio"/>
San Francisco (Bay Area), CA	<input type="radio"/>	<input type="radio"/>
Sasebo/Yokosuka, Japan	<input type="radio"/>	<input type="radio"/>
Signonella/Sicily, Italy	<input type="radio"/>	<input type="radio"/>
United Kingdom	<input type="radio"/>	<input type="radio"/>
Washington, DC/Bethesda, MD/Metro DC Beltway Area/Northern, VA	<input type="radio"/>	<input type="radio"/>

GENDER INTEGRATION

77. Have you ever been assigned to a gender integrated deployable command? (Mark only ONE answer.)

- ☐ No, never
☐ Yes, in the past
☐ Yes, at present
☐ Yes, both in the past and at present

78. How much do you **AGREE** or **DISAGREE** with the following statements about gender integration?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. Leadership in my organization is supportive of gender integration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Women have the ability to successfully carry out the duties of their combatant roles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Women are being successfully integrated into combatant ships and aviation squadrons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

TRICARE

The following questions refer to the TRICARE healthcare system. TRICARE is a regionally managed healthcare program for active-duty and retired members of the uniformed services, their families, and survivors. TRICARE brings together the healthcare resources of the Army, Navy and Air Force and supplements them with networks of civilian healthcare professionals to provide broader access and service while maintaining the capability to support military operations.

79. Which of the following TRICARE programs have your dependents used?

- ☐ Does not apply, I do not have dependents
☐ TRICARE Prime
☐ TRICARE Extra
☐ TRICARE Standard (CHAMPUS benefit)
☐ None, they use a civilian healthcare plan

80. How much do you **AGREE** or **DISAGREE** with the following statements about the TRICARE healthcare system?

- ☐ I have NOT used TRICARE (Skip to Question 81)

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. I understand the TRICARE healthcare system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have benefited from the TRICARE healthcare system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I am satisfied with TRICARE for my personal healthcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I am satisfied with TRICARE for my dependent(s) healthcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. TRICARE quality/service will have a significant impact on my decision to continue with the Navy in the short-term (1-5 years)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. TRICARE quality/service will have a significant impact on my decision to stay in the Navy for a full career (20+ years)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

81. How **SATISFIED** or **DISSATISFIED** are you with the following aspects of the TRICARE healthcare system?

	VERY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	VERY DISSATISFIED
a. Quality of TRICARE healthcare providers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Access to appropriate healthcare for myself	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Access to appropriate healthcare for my dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Access to specialty healthcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Overall customer service of TRICARE	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Timely manner in which my TRICARE claims are processed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Accuracy with which my TRICARE claims are processed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

82. Have you either called or written TRICARE with a problem or complaint in the past 12 months?

- ☐ Does not apply
☐ Yes
☐ No

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83. If yes, how long did it take for TRICARE to resolve your complaint?

- ☐ Does not apply, I have not made any complaints to TRICARE
- ☐ Same day
- ☐ 1 week
- ☐ 2 weeks
- ☐ 3 weeks
- ☐ 4 or more weeks
- ☐ I am still waiting for it to be resolved

RESOURCES

84. How much do you **AGREE or DISAGREE** with the following statements regarding availability of resources at your command?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. My command has adequate qualified personnel to successfully execute our mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My command has adequate tools to successfully execute our mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. My command has adequate spare parts and/or supplies to successfully execute our mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My command has adequate Navy support to successfully execute our mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My ship/squadron gets enough steaming days or flight hours to upgrade or maintain our qualifications and successfully execute our mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

85. How long have you been using the Internet (for browsing, e-mail or other use)?

- ☐ Does not apply, I have not used the Internet
- ☐ Less than 1 year
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 4 years
- ☐ 4 or more years

86. In an average week, how often do you use the Internet (for browsing, e-mail or other use)?

- ☐ Does not apply, I do not have Internet access
- ☐ Never
- ☐ Once a week
- ☐ Several times a week
- ☐ Once a day
- ☐ Several times a day

87. Do you personally have access to the Internet at your Navy job?

- ☐ Yes, e-mail
- ☐ Yes, Internet/World Wide Web
- ☐ Yes, e-mail and Internet/World Wide Web
- ☐ Don't know (skip to Question 89)
- ☐ No (skip to Question 89)

88. Is your Internet access adequate for you to do your Navy job?

- ☐ Yes
- ☐ No

89. How **SATISFIED or DISSATISFIED** are you with the following types of Navy support services? (If you have not used any of the following services within the past 12 months, please select Does Not Apply.)

	VERY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	VERY DISSATISFIED	DOES NOT APPLY
a. Chaplains Service (CREDO, religious services, counseling, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Child Care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Commissary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Detailing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Dental (personal)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Dental (dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Family Service Center	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Fitness and Recreation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Financial Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Navy College Program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Navy Exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Navy Housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Galley/Food Services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Relocation Assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Spouse Employment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Medical (personal)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Medical (dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Personnel Support Detachment or Personnel Support Activity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Transition Assistance Management Program (TAMP)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
t. Youth Programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

FINANCIAL STATUS

The following questions ask about your financial status. The data will be presented in a manner that ensures that you cannot be identified. Your responses are essential for an accurate and reliable portrait of the financial status of Sailors. The information from these questions will be used by senior Navy leaders to advocate increases in pay, benefits, financial services and Quality of Life programs.

90. Are you currently receiving the Basic Allowance for Housing (BAH) to live in off-base civilian housing?

- ☐ Yes
☐ No (skip to question 92)

91. The Basic Allowance for Housing (BAH) is currently designed to cover approximately 80% of the expenses associated with rent, utilities, and insurance for Sailors living in off-base civilian housing. How much do you currently pay over the BAH on a routine basis?

- ☐ I do not pay over the BAH
☐ Less than \$200 each month
☐ \$200-399 each month
☐ \$400-599 each month
☐ \$600-799 each month
☐ \$800 or more each month

92. Are you or any members of your household currently receiving any of the following types of financial assistance to supplement your income? (Mark **ALL** that apply.)

- ☐ Does not apply, not receiving assistance
☐ Alimony
☐ Child support
☐ Medicaid
☐ Supplemental Security Income (SSI)
☐ Unemployment or Worker's Compensation
☐ State-funded childcare assistance
☐ Women Infant Children (WIC) Assistance
☐ Aid to Families with Dependent Children (AFDC)
☐ Food Stamp Program
☐ Head Start Program
☐ Other

93. What percent of your total family income is provided by each of the following sources?

	NONE	1-20%	21-40%	41-60%	61-80%	81-100%
a. Your Navy job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Civilian 2nd job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Spouse income	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Return on financial investments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Other financial assistance (child support, alimony, Medicaid, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

94. How much do you **AGREE** or **DISAGREE** with the following statements regarding pay and retirement benefits?

	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
a. My pay (basic, special pays, bonuses, etc.) is a topic of discussion in my home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My retirement pay is a topic of discussion in my home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I understand the retirement system I am currently under	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I am able to pay my bills and meet my financial obligations with the pay I receive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I am fairly compensated, considering all of the pay, incentives and benefits I receive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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95. Do you think civilians with comparable skills and training who are doing a similar job to you are paid more than you are? *(When answering this question, consider your basic pay, bonuses, benefits, retirement, etc.)*

- ☐ Yes
- ☐ No *(skip to Question 97)*
- ☐ Don't know *(skip to Question 97)*
- ☐ There is no civilian job similar to my job *(skip to Question 97)*

96. If you responded YES to Question 95, how do you know this? *(Mark ALL that apply.)*

- ☐ Read a Navy Times article
- ☐ Read some other article or report (magazine, newspaper, Internet, etc.)
- ☐ Watched a television news report on the subject
- ☐ From my personal job hunting experience
- ☐ Know someone working in a civilian job similar to my own
- ☐ General perception of pay
- ☐ Other

97. Approximately how much money do you have in a bank savings account at the present time?

- ☐ I do not have a bank savings account
- ☐ None
- ☐ Less than \$1,000
- ☐ \$1,000 to \$4,999
- ☐ \$5,000 to \$9,999
- ☐ \$10,000 or more

98. After your last payment was made on PERSONAL UNSECURED DEBT, what was the total amount you (and your spouse) still owed? *(Include all credit cards, debt consolidation loans, AAFES loans, NEXCOM loans, student loans, and other personal loans.)*

- ☐ None
- ☐ Less than \$1,000
- ☐ \$1,000 to \$4,999
- ☐ \$5,000 to \$9,999
- ☐ \$10,000 to \$14,999
- ☐ \$15,000 to \$19,999
- ☐ \$20,000 or more

99. After your last payment was made on PERSONAL SECURED DEBT, what was the total amount you (and your spouse) still owed? *(Include all long-term lines of credit associated with property such as home mortgage, car loans, boat loans, etc.)*

- ☐ None
- ☐ Less than \$10,000
- ☐ \$10,000 to \$24,999
- ☐ \$25,000 to \$49,999
- ☐ \$50,000 to \$74,999
- ☐ \$75,000 to \$99,999
- ☐ \$100,000 to \$124,999
- ☐ \$125,000 to \$149,999
- ☐ \$150,000 or more

THANK YOU FOR COMPLETING THE SURVEY!

Please return your completed survey in the enclosed business-reply envelope as soon as possible.

Appendix B:

Sampling and Weighting

Sampling and Weighting

Tables B-1 and B-2 present information on the 2000 Navy-wide Personnel survey sample and procedures used to weight the survey responses.

The sample for the survey was drawn during August 2000 and included a sampling frame of all Sailors with a projected rotation date of January 2001 or later ($n = 272,386$). In addition, Sailors with a paygrade of E-1 were excluded from the sample due to the fact that this designation is typically only used when Sailors are in their basic training at the Naval Training Center Great Lakes. Their lack of experience and the difficulty in reaching adequate numbers of Sailors at this level were used as justification for their exclusion. The sample frame represented a total of 71 percent of cases listed in the personnel databases of the Navy during the last quarter of calendar year 2000. While this situation might raise concerns about adequate population coverage, the Navy's personnel databases maintain records on both those on active-duty as well as those that have recently left the Navy within the past 1–2 years. The sample frame for the survey provided the best coverage available of Sailors on active duty in the target population.

Sailors were sampled randomly in proportion to size of their group within the population for each level of paygrade. The sample was boosted an additional 5 to 10 percent for junior officers and enlisted Sailors to account for the typical low rate of response/participation from these groups. Overall, the sample represented approximately 5 percent of the total enlisted population and 11 percent of the total officer population (see Table B-1).

To ensure that the survey results accurately reflect the opinions of Sailors throughout the Navy, the data were weighted to be representative of known population characteristics. Weighting is frequently used in survey research as a means of increasing the accuracy of estimates of target population attitudes and opinions by adjusting the overall proportions to match known population characteristics.

The characteristics used in weighting included paygrade (E-3 and below, E-4 to E-6, E-7 to E-9, W-2 to W-4, O-1 to O-3, and O-4 and above), minority status (minority and non-minority), and gender (male and female). This combination of variables created a total of 24 weight classes (see Table B-2). Weights were calculated by dividing the proportion of the population represented by the weight class, by the proportion of the returned sample. For example, the values for weight class group 9 (E-7 to E-9, non-minority, male) would be $6.47/8.24 = 0.79$. The weights were then entered into the survey data file and applied to all analyses using the WEIGHT function in SPSS 10 (Statistical Package for the Social Sciences).

Table B-1
Population Values Used To Draw the Sample

Paygrade Group	Total Population		Eligible Population		Sample of Eligible	
	Number	Percent	Number	Percent	Number	Percent
E-2	19,609	5.6%	17,417	6.4%	1,587	7.9%
E-3	52,694	15.1%	30,321	11.1%	3,538	17.7%
E-4	63,055	18.1%	46,685	17.1%	2,660	13.3%
E-5	67,334	19.3%	51,470	18.9%	2,394	12.0%
E-6	54,087	15.5%	41,873	15.4%	2,034	10.2%
E-7	22,477	6.4%	16,337	6.0%	797	4.0%
E-8	5,955	1.7%	4,541	1.7%	249	1.2%
E-9	2,913	0.8%	2,351	0.9%	140	0.7%
Total Enlisted	288,124		210,995		13,399	
W-2 to W-4	1,202	0.3%	2,053	0.8%	200	1.0%
O-1	11,834	3.4%	11,834	4.3%	1,273	6.4%
O-2	6,505	1.9%	6,505	2.4%	698	3.5%
O-3	18,393	5.3%	18,393	6.8%	1,994	10.0%
O-4	11,075	3.2%	11,075	4.1%	1,240	6.2%
O-5	7,743	2.2%	7,743	2.8%	869	4.3%
O-6	3,565	1.0%	3,565	1.3%	310	1.6%
O-7 and above	187	0.1%	223	0.1%	17	0.1%
Total Officers	60,504		61,391		6,601	
Grand Totals	348,628		272,386		20,000	

Table B-2
Weight Class Values Used to Created Weights

Weight Class Group	Total Population		Returned Sample		Weight For Class
	Number	Percent	Number	Percent	
1. E-1 to E-3 (non-Minority / male)	37,993	10.87%	188	3.11%	3.49
2. E-1 to E-3 (non-Minority / female)	7,655	2.19%	54	0.89%	2.45
3. E-1 to E-3 (Minority / male)	20,489	5.86%	149	2.47%	2.38
4. E-1 to E-3 (Minority / female)	6,166	1.76%	60	0.99%	1.78
5. E-4 to E-6 (non-Minority / male)	115,219	32.97%	1,213	20.08%	1.64
6. E-4 to E-6 (non-Minority / female)	12,580	3.60%	147	2.43%	1.48
7. E-4 to E-6 (Minority / male)	47,648	13.63%	588	9.73%	1.40
8. E-4 to E-6 (Minority / female)	9,029	2.58%	100	1.66%	1.56
9. E-7 to E-9 (non-Minority / male)	22,622	6.47%	498	8.24%	0.79
10. E-7 to E-9 (non-Minority / female)	1,625	0.46%	37	0.61%	0.76
11. E-7 to E-9 (Minority / male)	6,505	1.86%	161	2.67%	0.70
12. E-7 to E-9 (Minority / female)	593	0.17%	11	0.18%	0.93
13. W-2 to W-4 (non-Minority / male)	1,479	0.42%	63	1.04%	0.41
14. W-2 to W-4 (non-Minority / female)	73	0.02%	3	0.05%	0.42
15. W-2 to W-4 (Minority / male)	465	0.13%	29	0.48%	0.28
16. W-2 to W-4 (Minority / female)	36	0.01%	1	0.02%	0.62
17. O-1 to O-3 (non-Minority / male)	25,227	7.22%	1,059	17.53%	0.41
18. O-1 to O-3 (non-Minority / female)	1,449	0.41%	181	3.00%	0.14
19. O-1 to O-3 (Minority / male)	5,485	1.57%	192	3.18%	0.49
20. O-1 to O-3 (Minority / female)	4,571	1.31%	41	0.68%	1.93
21. O-4 or Above (non-Minority / male)	18,017	5.15%	1,014	16.79%	0.31
22. O-4 or Above (non-Minority / female)	2,517	0.72%	131	2.17%	0.33
23. O-4 or Above (Minority / male)	1,600	0.46%	93	1.54%	0.30
24. O-4 or Above (Minority / female)	472	0.14%	28	0.46%	0.29
	349,515		6,041		

Appendix C:
Margin of Error

Margin of Error

Tables C-1 and C-2 are used to estimate confidence intervals or margin of error for the survey results presented in this report. A confidence interval is the range within which one would expect the percentage for the entire Navy to fall. The confidence intervals shown in Table C-1 are at the 95 percent confidence level, allowing readers to be 95 percent certain that the true score or estimate for the Navy falls within the specified range. Basically, a margin of error is the percentage of possible error that is added to or subtracted from the reported survey percentage (i.e., statistical result) to determine the entire confidence interval.

To find the margin of error for calculating confidence intervals for a given result, first consult Table C-1 to determine the sample size of the reported demographic characteristic. For example, the sample size for E-1 to E-3s is found in the column for enlisted Sailors, and the row for Paygrade "E-3 and below" ($n = 454$). Next, assume that the percent of E-1 to E-3s who agreed with the statement "I enjoy my career in the Navy" is 38 percent. This implies that 62 percent of E-1 to E-3s did not agree with this statement (i.e., were neutral or disagreed). Consult Table C-2 and find the percentage split that most closely matches the split 38/62 (e.g., percent of respondents who agreed with the statement vs. all other responses). The closest percentage split to 38/62 in Table C-2 is 60/40 (e.g., 38 percent is closer to 40 than any other split presented in the table). For the purposes of this table, it is irrelevant that 60 is presented before 40 in the split as the margin of error is the same for a split of 60/40 as for a split of 40/60. Now, find the intersection of the row for the sample size and the column for the percentage split to find the margin of error for this survey result (i.e., statistical estimate). In this example, the sample size falls between 400 and 500, which in the 60/40 percentage split column indicates that our margin of error is between 5 and 4. The reader can either interpolate (i.e., estimate a point between the upper and lower values) the result or choose the more conservative (i.e., smaller) sample size to find the margin of error. Since 454 is approximately half the distance between 400 and 500, we can estimate the margin of error to be half the distance between 5 and 4, or ± 4.5 percent. The more conservative margin of error is simply ± 5 percent (for a sample size of 400 in the same percentage split column). To find the confidence interval with this value, first add and then subtract the margin of error value from the survey result you are interested in (i.e., the statistical estimate 38 percent). Using the new estimated value of 4.5 as the margin of error, we find a confidence interval around 38 percent that ranges from 33.5 percent to 42.5 percent (inclusive). This indicates that you can now say with 95 percent confidence that between 33.5 percent and 42.5 percent of all E-1 to E-3s report agreement with the statement "I enjoy my career in the Navy."

Note that the margin of error increases as sample size decreases and the percentage split approaches 50/50. Thus, the margin of error can vary from 14 points (sample size of 50 with a percentage split of 50/50) to zero points (sample size of 3,500 or more with a percentage split of 98/2). Extreme caution must be used for survey results with a large margin of error. An acceptable margin of error for surveys is typically considered to be within ± 7 percent or less in most cases.

Table C-1
Unweighted Sample Sizes for Demographic Groups

	Enlisted	Officer
Gender		
Males	2,797	2,450
Females	409	385
<i>Unknown</i>	40	30
Race		
Whites	2,156	2,473
Blacks	461	164
Other	290	103
<i>Unknown</i>	339	125
Paygrade		
E-3 and below	454	
E-4 to E-6	2,077	
E-7 to E-9	715	
W-2 to W-4		97
O-1 to O-3		1,481
O-4 or above		1,287
Totals	3,246	2,865

Table C-2.
Confidence Intervals around Estimated Percentages

Sample Size	PERCENTAGE SPLIT						
	98/2	95/5	90/10	80/20	70/30	60/40	50/50
50	4	6	8	11	13	14	14
100	3	4	6	8	9	10	10
200	2	3	4	6	6	7	7
300	2	2	3	5	5	6	6
400	1	2	3	4	4	5	5
500	1	2	3	4	4	4	4
700	1	2	2	3	3	4	4
1,000	1	1	2	2	3	3	3
1,500	1	1	2	2	2	2	3
2,000	1	1	1	2	2	2	2
2,500	1	1	1	2	2	2	2
3,000	1	1	1	1	2	2	2
3,500	0	1	1	1	2	2	2
4,000	0	1	1	1	1	2	2
4,500	0	1	1	1	1	1	1
5,000	0	1	1	1	1	1	1
5,500	0	1	1	1	1	1	1
6,000	0	1	1	1	1	1	1

Note: Confidence intervals calculated at the ninety-five percent level.

Appendix D

Instructions for Using the 2000 NPS CD

Instructions for Using the 2000 NPS CD

The following provide instructions on how to use the electronic version of this report.

What Format Are the 2000 NPS Results in?

The 2000 NPS results are provided on an enclosed CD as a series of crosstabs, based on demographic information. As in previous years, the 2000 NPS results are being sent to you in Adobe Acrobat “.pdf” format. This is a portable document format that allows users to view, navigate, and print the contents of the report on just about any computer and printer running Microsoft Windows 95/98/NT/Me/2000/XP. We believe that this format will offer several advantages over traditional printed reports. The advantages are:

- We can save paper by making it possible for users to print only those analyses they want to see—instead of printing many copies of the 300–400 page reports.
- PDF files are flexible, allowing users to view, read, print, and import information into other documents on their computer (see documentation provided with Acrobat Reader).
- The format is also very portable and can be used on any computer that can run Adobe Acrobat Reader.

A copy of the Adobe Acrobat Reader for Windows 95/98/NT/Me/2000/XP is included on the CD with the report. For more information on this type of electronic document format or to download updates to the Adobe Acrobat Reader visit Adobe’s World Wide Web site by typing the following address in your Internet browser: <http://www.adobe.com/>.

How Do I Install Acrobat Reader on My Computer?

Adobe Acrobat Reader can be installed on any computer running Microsoft Windows 95/98/NT/Me/2000/XP. Use the following directions to install the Acrobat Reader onto your computer. *If you already have a current version of Acrobat Reader, please skip to the next section.*

1. Place the 2000 NPS CD in the CD or DVD drive(s) of your computer.
2. Go to the desktop of your computer and double-click on the “My Computer” icon.
3. Find the icon for your CD or DVD drive and double-click to open.
4. Locate the folder named Acrobat Reader and double-click to open.
5. Locate the folder with the name that matches your operating system and double-click the folder to open. For instance if you are using a computer with Windows 2000, you would select the Windows 2000 folder.
6. Double-click on the file called Acrobat Installer in the directory. The setup program will open the installer. Click OK when asked if you wish to install Acrobat Reader.
7. Follow the directions as prompted to install Acrobat Reader. Read and/or print the “Read Me” file after completing the installation for more information regarding Acrobat Reader.

How Do I View the 2000 NPS Results?

Once Acrobat Reader has been installed onto your computer, you may access the report files either directly on the CD or by copying them to your computer's hard disk. If you chose to copy the file to your computer, we recommend that you create a new directory in Windows called "2000NPS" (or whatever you wish) and copy the contents of the CD to this directory. Having the files on your hard disk will ensure faster access to information and printing.

To view the documents, simply open Acrobat Reader by either double clicking on the Acrobat Reader icon, or by using the run command in the Windows Program Manager. The files can then be opened by using the "Open" command under the "File" menu. For additional instructions or help on how to view, navigate, and print documents, view the on-line help under the "Help" menu of the Acrobat Reader program.

The entire printed report is available for viewing on the 2000 NPS CD. To view the report, locate the folder entitled reports and double-click to open. The file contains complete electronic copies of the report and statistical tables for officers and enlisted personnel.

How Do I View a Specific Analysis?

There are basically three ways to view the analysis from these enclosed reports. All approaches work equally well, however, you may find that a particular approach is better suited to the manner in which you like to view the information.

- **Arrow Keys:** You can use the arrow keys found on the icon menu at the top of your screen to navigate your way through the documents. The right arrow key is used to move forward, while the left arrow key is used to back-up in the document.
- **Bookmarks:** This is probably the easiest way to navigate through the documents. To use the bookmarks function, go to the "View" menu and select the "Bookmarks and Page" function; this will make a contents list appear at the left of your viewing space. To navigate, simply scroll down the contents list and click on the title of the analysis you wish to view. Once you have clicked on your chosen analysis, the program will jump to the page containing the analysis you selected.
- **Find Function:** You can also use the "Find" function, which is found under the "Tools" menu. When this function is selected, a pop-up menu will appear which asks what you wish to search for. Type in the name or question number you wish to view and press the "OK" button. Acrobat Reader will take you to the next analysis with that title.

What If I Have Problems or Need Additional Information?

If you have any problems with installing or running the software, please check the on-line help and/or documentation provided with the report first. If you still have questions or need additional information, please feel free to contact the project director:

Murrey Olmsted, *Project Director*
E-mail: Murrey.Olmsted@navy.mil
Telephone: (901) 874-2130 or DSN 882-2130

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